**International Livestock Research Institute (ILRI) – Gender Capacity Questionnaire Responses**

Objectives: to identify and analyze the factors that hinder efforts to integrate gender into organization programs/projects and to identify approaches to strengthen staff capacity to integrate gender in planning, implementation and evaluation of programs/projects.

Total responses for each question tallied below.

**Country: Ethiopia**

Total Number of Partner Respondents: 15

Number of Female Respondents: 2

Number of Male Respondents: 13

Job Level:

Junior: 6

Mid-level: 7

Senior: 2

Overall Synthesis Comments:

Adequate sample size for number of respondents sampled. Many more males than females responding. High percentage of respondents in junior and mid-level job range. High percentage of respondents in Limited and Moderate responses, with increasing number of responses marked “Limited” as questions progressed. Respondents working on small ruminant chains.

Primary obstacles to integrating gender include: lack of financial resources, lack of staff training, lack of appropriate gender tools and lack of support.

Recommendations: Further research needed on types of training and tools that would be most appropriate to partner needs, as well as focus on the needs of junior and mid-level professionals. Additional research needed on why respondents are primarily male.

**PROGRAMMING**

1. Are gender equality goals and objectives included in project or program activity designs?

[ ] not at all - 2

[ ] to a limited extent - 5

[ ] to a moderate extent - 3

[ ] to the fullest extent - 3

[ ] do not know

How?

2. Does the implementation plan for your project or program include activities that strengthen skills and provide women/girls with equal access to services and training?

[ ] not at all

[ ] to a limited extent-6

[ ] to a moderate extent - 6

[ ] to the fullest extent - 1

[ ] do not know

If so, can you provide examples?

3. Does the implementation plan for your project include activities that strengthen skills and provide men/boys with equal access to services and training?

[ ] not at all

[ ] to a limited extent -1

[ ] to a moderate extent - 4

[ ] to the fullest extent - 6

[ ] do not know -2

If so, can you provide examples?

4. Have there been any gender analyses in your organization to determine gendered constraints and opportunities along the agricultural value chains you work in?

[ ] not at all - 3

[ ] to a limited extent -4

[ ] to a moderate extent - 3

[ ] to the fullest extent

[ ] do not know -3

If so, what kind of gender analyses?

Types of value chains your organization works with:

5. Does your organization have any projects or programs that focus exclusively on gender equality?

[ ] not at all - 7

[ ] to a limited extent -3

[ ] to a moderate extent

[ ] to the fullest extent -3

[ ] do not know

Can you give a brief description of the project or program?

6. Do you use participatory methods to incorporate the views and preferences of both male and female community members in planning, implementation and evaluation projects/programs?

[ ] not at all -2

[ ] to a limited extent -4

[ ] to a moderate extent - 4

[ ] to the fullest extent - 3

[ ] do not know

What kind of methods?

7. Is gender disaggregated data collected and used systematically in planning and reporting?

[ ] not at all -2

[ ] to a limited extent -5

[ ] to a moderate extent - 2

[ ] to the fullest extent -3

[ ] do not know -1

8. Do you monitor and evaluate gender impacts of projects and programs?

[ ] not at all - 4

[ ] to a limited extent -5

[ ] to a moderate extent - 1

[ ] to the fullest extent - 1

[ ] do not know -1

9. What are some of the obstacles to integrating gender in project planning, implementation and evaluation in your organization? Please check all that apply.

[ ] lack of financial resources for gender programming - 10

[ ] lack of staff training or understanding of how to integrate gender into project or programs - 10

[ ] lack of tools on integrating gender- 8

[ ] lack of support from senior management - 7

[ ] low organizational priority for gender issues-5

[ ] negative gender stereotypes- 2

[ ] other, please specify below

**ORGANIZATIONAL OPERATIONS**

10. Is there a person or department responsible for gender in your organization?

[ ] not at all - 1

[ ] to a limited extent -4

[ ] to a moderate extent - 7

[ ] to the fullest extent - 1

[ ] do not know

11. Is there assigned staff responsibility for gender integration in different field offices?

[ ] not at all - 2

[ ] to a limited extent - 4

[ ] to a moderate extent- 4

[ ] to the fullest extent -2

[ ] do not know

How many staff is assigned exclusively to integrating gender into your organization’s work? Locations (s)?

12. Does your organization frequently draw upon the person (s) responsible for integrating gender?

] not at all - 1

[ ] to a limited extent -6

[ ] to a moderate extent- 5

[ ] to the fullest extent

[ ] do not know -1

13. Do project staff have the necessary knowledge, skills and attitude to carry out their work with gender awareness?

[ ] not at all - 1

[ ] to a limited extent -6

[ ] to a moderate extent- 4

[ ] to the fullest extent

[ ] do not know-2

14. Has project staff been trained in gender awareness and sensitization?

[ ] not at all -4

[ ] to a limited extent -4

[ ] to a moderate extent - 2

[ ] to the fullest extent -1

[ ] do not know - 2

15. Does your organization provide training and tools on gender planning, analysis and evaluation to their own staff, partner or local NGO affiliate staff?

[ ] not at all - 7

[ ] to a limited extent -3

[ ] to a moderate extent- 2

[ ] to the fullest extent

[ ] do not know-1

16. Does your project office have a written gender policy that affirms a commitment to gender equality?

[ ] not at all - 4

[ ] to a limited extent -4

[ ] to a moderate extent - 3

[ ] to the fullest extent -1

[ ] do not know -1

17. Has your organization budgeted adequate financial resources to support its gender integration work?

[ ] not at all -5

[ ] to a limited extent -5

[ ] to a moderate extent - 2

[ ] to the fullest extent -1

[ ] do not know

18. Is gender awareness included as a criteria in all job descriptions?

[ ] not at all - 3

[ ] to a limited extent- 5

[ ] to a moderate extent -2

[ ] to the fullest extent -1

[ ] do not know-3

19. Is gender awareness included in job performance criteria?

[ ] not at all -2

[ ] to a limited extent-8

[ ] to a moderate extent

[ ] to the fullest extent -2

[ ] do not know-1

What else is needed to increase gender integration in organizational project or program work?

**DEMOGRAPHICS**

*This section focuses on the basic demographic information of the respondents.*

16. Are you male or female?

[ 11] male [ 2] female

17. What is your position in your organization?

[1 ] Senior management

[6 ] Mid-level personnel

[6 ] Junior-level personnel